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Canadian Vocational Training
Annual Report

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DEPARTMENT OF LABOUR
OTTAWA, CANADA

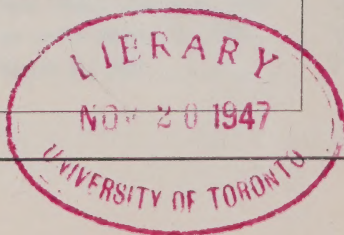
CANADIAN VOCATIONAL TRAINING

ANNUAL REPORT FOR 1946-47

Minister—Hon. Humphrey Mitchell

Deputy Minister—Arthur MacNamara, C.M.G.

OTTAWA
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.,
KING'S PRINTER AND CONTROLLER OF STATIONERY
1947





DEPARTMENT OF LABOUR
OTTAWA CANADA

OTTAWA, May 26, 1947.

HONOURABLE HUMPHREY MITCHELL, P.C., M.P.,
Minister of Labour,
Ottawa, Ontario.

SIR,—Clause 11 of the Vocational Training Co-ordination Act, 1942, provides that an Annual Report shall be prepared on the administration of the Act, and such report shall be tabled before Parliament within sixty days after the termination of each fiscal year, if Parliament is then sitting.

I have the honour to transmit herewith the report of the Director of Training, for the fiscal year ended March 31, 1947.

Respectfully submitted,

A. MacNAMARA,
Deputy Minister.

Minister—Hon. Humphrey Mitchell
Deputy Minister—Arthur MacNamara, O.M.G.

OTTAWA
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CANADIAN VOCATIONAL TRAINING

INTRODUCTION

A. MACNAMARA, C.M.G., LL.D.,
Deputy Minister of Labour.

SIR,—The undersigned begs to report as follows for the fiscal year ended March 31, 1947, on the activities of the Training Branch which has been responsible for administering the various vocational projects known under the general title as Canadian Vocational Training and authorized by the Vocational Training Co-ordination Act of 1942. This included the following main divisions, all carried on by means of Dominion-Provincial Agreements:

- (1) Youth Training, for the training of young people, including assistance to students;
- (2) Supervisory Training for industrial foremen, carried on as a separate appendix to the Youth Training Agreement;
- (3) Apprentice Training, for the training of indentured apprentices under the authority and jurisdiction of the Provincial Apprenticeship Acts;
- (4) The Re-establishment Training Agreement, including two schedules—Schedule "M" for the training or retraining of civilian workers, and Schedule "L" for the training of discharged members of the Forces;
- (5) Vocational Schools Assistance Agreement, to provide Dominion financial assistance to the provinces for the carrying on and development of vocational training on the secondary school level.
- (6) The replacement of equipment in provincial and municipal schools seriously depreciated through use in War Emergency Training.

From the inception of Dominion-Provincial Training in 1937 up to March 31, 1947, the gross enrolment has been 861,506.

GROSS ENROLMENT DURING THE YEAR

Youth Training	5,887
Student Aid	2,473
Supervisory Training	27,195
Training of Civilian Workers	65
Apprentice Training	3,441
Training of Discharged Members of the Forces	97,643
Total	<u>136,704</u>

The appropriations administered by the Training Branch during the year 1946-47 were as follows:

Youth Training	\$ 600,000
Apprentice Training	400,000
Vocational Schools Assistance	2,500,000
Vocational School Capital Expenditures	3,000,000
Replacement of Depreciated Equipment	1,250,000
Training of Civilian Workers	1,500,000
Training of Discharged Members of the Forces	13,050,000
Administration	102,757
Advisory Council	5,000
Supervisory Training	50,000
War Emergency Training (Carry-over only)	50,000
Assistance to Universities (Carry-over only)	5,000
Total	<u>\$22,512,757</u>

GENERAL ADMINISTRATION

The year just closed has represented the heaviest responsibilities and the largest volume of work since training was first inaugurated, with major importance given to the training of discharged members of the Forces, where the enrolment reached its peak during the earlier months of the year, followed by a decline in the number of applicants and the numbers under training.

The Head Office staff of the Training Branch expanded to reach a peak number of 30, but on March 31, 1947, had declined to a total of 17. The same decentralized method was followed as in previous years, with a Regional Director appointed for each province, with the necessary instructional, supervisory, field staff, office, and maintenance personnel. The numbers on the C.V.T. staff at the end of the fiscal year are shown on Table 12. During the year new appointments as Regional Directors were made in Nova Scotia, New Brunswick, and Quebec.

The Vocational Training Advisory Council continued to advise the Minister with regard to the training program in general. Only one full meeting was held during the year, but individual members of the Council attended Regional Conferences which were held from time to time in different parts of the country. The term of office of the following members of Council expired on December 1st: A. Begin, Dr. J. Bruchesi, Mrs. E. D. Hardy, N. C. MacKay, C. B. C. Scott, of these, Messrs. MacKay and Scott were reappointed for a further term of three years; Mrs. R. J. Marshall, the new President of the National Council of Women, replaced Mrs. E. D. Hardy; Major P. E. Millette, Inspector of Arts and Crafts Schools in the Province of Quebec, replaced Dr. Bruchesi, and Mr. P. Sauvageau replaced Mr. Begin as representative of the Canadian and Catholic Workers Union. The names of the members of Council and the Regional Directors, as of March 31, 1947, are shown in appendices to this report.

The different aspects of the training program are dealt with in the report under separate headings.

Youth Training

The amount placed in the Estimates for the fiscal year 1946-47 was \$600,000, which was to provide not only for the 1946-47 Program, but for the commitments incurred in the previous years. This Agreement was in operation in all nine provinces and the distribution of the funds and the amount of Dominion claims paid is given in Table No. 1. As in previous years the expenditures approved under the Agreement were shared equally between the province and the Dominion, and following requests made by the provinces and approval by the Minister of Labour, schedules embodying the different types of projects to be carried on were added to the Agreement. Those eligible were men and women between the ages of 16 and 30. Included among the schedules in all provinces was provision for assistance to students which is described under a separate heading.

The projects carried on were very limited and apart from the assistance to students, the majority provided for the training of various kinds for rural young people in rural homemaking, general agricultural courses or specialized agricultural subjects. The list of classes carried on in each province is as follows:

Prince Edward Island

Carpentry, farm mechanics, blacksmithing—for men.

Egg Grading—for men and women.

Rural homecraft and handicrafts—for women.

Nova Scotia

Canning of meats, fruits and vegetables—for women.

Egg grading—for men and women.

Industrial Training—for men and women—at North Sydney, Sydney and Glace Bay.

Classes for fishermen, navigation, marine engines; and one specially related to the fishing industry.

New Brunswick

Rural homecraft and handicrafts—for women—at Sussex and Woodstock.

Agricultural and farm mechanics classes—for men—at St. Joseph, New-castle, Woodstock, Sussex and Edmundston.

Quebec

The following classes were held—for women:—

Home-service training—Quebec City.

Rural homecraft and handicrafts—4 classes at Upton.

The following classes were held for men and women:—

Woodcarving, beekeeping, eggs and poultry, horticulture.

The following classes were held for men:—

Fisheries and navigation; dairying, co-operatives and credit unions; rural leadership.

Manitoba

Rural homecraft and handicrafts—for women.

General agricultural classes for men and women.

Saskatchewan

Short two-week courses—for women—in: Rural homecraft and handicrafts.

Eight-week residence courses for women in housekeeping, dressmaking, poultry, gardening, etc.

About 30 classes—2-weeks course in general agriculture—for men.

Several 6-weeks agricultural courses, for men.

Five-months course in vocational agriculture at the University of Saskatchewan—for men.

Alberta

Several courses in rural homecraft and housekeeping—for women.

British Columbia

Power sewing machine—for women.

Eight re-make classes in dressmaking—for women.

One course in rural leadership—for men and women.

Assistance to students was given in all provinces.

Assistance to Students

As in previous years one Schedule of the Youth Training Agreement was devoted to Student Aid and was in effect in all provinces. Those eligible were nurses in training at hospitals, and students in a course leading to a degree at a university, who had good academic standing, but who without financial assistance, could not continue their course. It was left to the province to determine whether this assistance should be given as an outright grant, a loan, or a combination of both. The allotment of the funds and the distribution of the students assisted is shown in Table No. 3. The total number helped during

the fiscal year was approximately the same as for the previous year, but the special section affording assistance to prospective teachers in training at normal schools or special summer courses was deleted for Dominion contribution.

The Special Dominion Student Aid Fund contributed entirely by the Department of Labour, which had been in operation since 1942, was discontinued on March 31, 1946. It is interesting to note that during its operation assistance was given to over one thousand students in Medicine, Dentistry, Engineering and Science. Over \$30,000 was given in grants and approximately \$246,000 in loans. Of this latter amount over \$76,000 had been repaid by April 1, 1947.

Supervisory Training

Prior to the fiscal year 1946-47, all costs of the Supervisory Training Program were borne solely by the Dominion Department of Labour. Effective April 1, 1946, this type of training was carried on only in those provinces—British Columbia, Alberta, Ontario and Quebec—that agreed to co-operate with the Department of Labour by sharing approved costs with the Federal Government on a 50-50 basis. With the reconversion of industry from wartime to peacetime production, and despite the fact that five provinces did not participate in the program, the gross enrolment during the year, of 27,195, compared favourably with years during the war. The suggestion was made and adopted by some provinces that a nominal charge might be made to industries participating in the various training institutes. The statistics on Supervisory Training, both by provinces and in the Dominion Civil Service, are given in Table No. 4.

In addition to training supervisors in industry, the Training Branch of the Department of Labour continued to offer Supervisory Training to different departments of the Dominion Civil Service at the request of the Civil Service Commission. About 14 different departments have participated in the training thus offered. This phase of the program was broadened considerably with the introduction of a new course of induction training—Job Orientation Training—and the adaptation of existing courses to meet the specific needs of the Civil Service. In view of the close relationship of this type of training to other phases of the work of the Civil Service Commission arrangements have been completed whereby the Civil Service Commission is taking over the staff of the Supervisory Training Division as of March 31, 1947, and in future this activity will be carried on entirely by the Civil Service Commission.

Training of Discharged Members of the Forces

The training of discharged members of the Forces was carried on under Schedule "L" of the Re-Establishment Training Agreement, which came into effect in all the provinces.

As in the previous year, the rehabilitation training of veterans was the major responsibility of Canadian Vocational Training. The spring of 1947 witnessed the peak enrolment of veterans for all types of training. The month of the peak enrolment in each type of training was:—

C.V.T. Vocational Schools	April	1946
C.V.T. Pre-Matriculation Schools.....	May	1946
Private Schools	November	1946
Training-on-the-Job	November	1946

After the spring the number under training declined, owing to a decreasing number of applicants and the marked increase in the number who completed their training each month.

The same method of administration was following as in previous years. The Dominion Department of Labour co-operated with all Provincial Governments,

but with the cost of training veterans borne solely by the Dominion, except for certain items of capital equipment, the purchase price of which the province shared equally with the Dominion on the condition that when no longer required for the training of veterans, such items of equipment became the sole property of the province. A Regional Director was in charge of the training in each province and had the necessary supervisory, field, and office staff, as well as principals, instructors, clerical, and maintenance staff at the different training centres. Subject to the conditions of the general policy governing training, laid down by the Dominion Government each Regional Director had full authority and discretion to make adaptations and changes in order to meet local conditions which differed from province to province.

Close liaison was maintained by Canadian Vocational Training with the Department of Veterans Affairs and the National Employment Service at the local, regional and national levels. Periodic conferences were held with the officials of the different departments concerned, which proved most valuable in co-ordinating activities and arranging for the orderly entry of veterans into training, their instruction while under training, and their subsequent placement on the completion of the course. During the year the Department of Veterans Affairs declared the date, fixing the end of the war, as far as rehabilitation training of veterans was concerned, as of December 31, 1946. This decision meant that all former members of the Forces must enter vocational training within 12 months after the date fixed, unless in special cases where delay in entry was due to discharge after December 31, 1946, or to disability, hospitalization, or other special individual causes.

ENROLMENT

From the beginning up to March 31, 1947, the total number of veterans enrolled for training was—108,337 men and 10,073 women. The following numbers enrolled in each of the fiscal years:

1943-44, 2,156; 1944-45, 5,970; 1945-46, 48,992; with the balance in 1946-47. Of this total 47,887 had completed training by March 31, 1947, and 31,447 had discontinued training. Of the total enrolments 1.4 per cent were in correspondence courses; 20.9 per cent were training on the job in industry; 13.7 per cent were in private schools; 24.1 per cent were in C.V.T. pre-matriculation schools, and 39.9 per cent were in C.V.T. vocational schools.

The highest percentage of enrolments in Correspondence Courses to the total enrolments was: Saskatchewan 2.2 per cent; Manitoba, .8 per cent, and the lowest, Nova Scotia, 0.7 per cent.

In Training-on-the-Job, the highest, P.E.I., 28.8 per cent; Ontario, 22.9 per cent; Quebec, 22.9 per cent, and the lowest, New Brunswick, 11.6 per cent, and Saskatchewan, 12.1 per cent.

In private schools, the highest, Quebec, 17.2 per cent, and Manitoba, 17.1 per cent, and the lowest, Saskatchewan, 10.2 per cent, and Alberta, 10.9 per cent.

In C.V.T. Pre-Matriculation Schools, the highest, Saskatchewan, 36.1 per cent; Alberta, 28.4 per cent; Ontario, 28 per cent, and the lowest, Quebec, 11.4 per cent.

In C.V.T. Vocational Schools, the highest Nova Scotia, 56.9 per cent; New Brunswick, 52.1 per cent; the lowest, P.E.I., 28.9 per cent; Ontario, 33.6 per cent; Quebec, 36.4 per cent.

New enrolments during the year decreased very sharply during the summer months, but increased again somewhat during the months of the fall and early winter. The number under training at the end of sample months during the year was as follows:

April, 1946, 38,117; July, 1946, 38,777 (peak enrolment: December, 1946, 35,733, and March, 1947, 33,639).

	April to June	July to September	October to December	January to March
The average enrolment of new veterans in each quarter of the fiscal year	6,089	5,116	5,041	4,203
The average monthly total of trainees who completed or discontinued	5,404	6,103	5,179	4,901

As in the previous year, certain occupations again attracted too high a proportion of the applicants, in view of the best information available as to employment opportunities in those occupations; whereas, for other occupations, particularly plastering, painting, and decorating, as in the previous year, the number of applicants continued to be substantially less than the anticipated demands for the building and construction industry. Through its counselling service and the issuance of occupational bulletins and forecasts, the Department of Veterans Affairs endeavoured to correct this situation, but in spite of counselling, many veterans persisted in enrolling for the trade of their choice.

TRAINING FACILITIES

The earlier months of the year witnessed an expansion in facilities and in the number of classes operated, but as the enrolment declined the trade classes for the same occupation within a provincial area were consolidated in a smaller number of schools and the following training centres were closed: Edmundston and Campbellton in New Brunswick; Val d'Or Mining School in Quebec; Prescott and Kingston in Ontario; Grande Prairie in Alberta; and the Mining and Prospecting Class in British Columbia. During the year 76 special Canadian Vocational Training Centres were operated and in addition use was made of about 46 Provincial or Municipal vocational schools and several hundred private trade schools and business colleges in all provinces.

The types of training afforded were approximately the same as those carried on during the previous year and listed in detail in the Report of Canadian Vocational Training for 1945-46. The length of the course depended on the prior experience, aptitude and ability of the individual trainee and the degree of skill needed to obtain satisfactory employment in each occupation. The average period of training in schools was from six to eight months, but in certain classes, such as watch repair and radio the normal period was 12 months.

The shortage of housing accommodation again made it necessary for C.V.T. to carry on residential training centres. In addition to those operated in the previous year, centres of this kind were opened at North Sydney and Windsor, N.S. Following the submission of tenders, the catering arrangements as well as the care of the dormitories was awarded to an outside catering firm, with the veterans paying a weekly rate varying from \$8 to \$9, but with a deduction made of 25 cents per meal for absence over the week-end, as nearly all C.V.T. centres were closed on Saturday.

The reduction in training facilities rendered surplus an increasing number of items of capital equipment. Some of these were acquired by the Provincial Governments by the payment of 50 per cent of the original purchase cost, while the balance were turned back to War Assets Corporation for disposal. In the case of all equipment procured from War Assets Corporation, the Department of Labour paid War Assets for all such purchases, but received no credit or reimbursement for all items turned back to War Assets when they became surplus to training requirements.

Early in 1946 when the number of veterans applying for training was at its peak, fears were expressed in some quarters that C.V.T. would not have enough

accommodation in its schools to provide for all the applicants, particularly as it was anticipated at that time there would be a substantial seasonal increase in those applying for training in the fall of the year. Therefore, preliminary steps were taken to have extra accommodation available in September 1946, if the need should become apparent. This accommodation was to be provided for mainly by putting on a second shift. However, this extra provision was not needed. At the end of February 1946 the waiting list showed 1,825 awaiting entrance to pre-matriculation classes and 5,464 for vocational schools. In May 1,209 and 4,232 respectively; in December 39 and 1,775; at the end of March, 1947, 4 and 1,006. The waiting list for the vocational classes at the end of the year was mainly confined to certain occupations, such as: Barbering, 266; Graphic Arts, 95; Hotel and Restaurant Trades, 102; Photography, 50; Watch Repair, 180; Jewellery Repair, 55.

TRAINING FOR THE BUILDING TRADES

A special effort was made, particularly in the first half of the year, both by personal counsel and by publicity, to call the attention of veterans to the building and construction industry as a future field of employment. The employers and unions were most helpful, and the ratio set for apprentices to journeymen in each trade was temporarily relaxed to permit the employment of additional veterans. The response of the veterans was good; in fact, there was the tendency for too many to come forward for the electrical and plumbing trades; on the other hand the numbers applying for painting, decorating and plastering were small in most provinces.

The normal length of the pre-employment course in the building trades was about 6 months, and generous time credit toward the journeyman's certificate was given by the Provincial Apprenticeship Authorities for those who successfully completed a pre-employment course in C.V.T. schools. The policy was laid down that the training given in these schools should be of a practical nature and cover all features of the trade, with sufficient time for class instruction, so that the veterans might obtain the essential knowledge of any trade theory and related technical instruction.

One of the most interesting features of the training for the building trades was the actual construction of houses. This was carried on in all four Western provinces, and about a dozen houses have been built or are in process of completion. Their sale is restricted to veterans whose names have been put forward by the Canadian Legion, Citizens Rehabilitation Committees and the Department of Veterans Affairs. The final draw to determine the owner of each house is made by an outside organization, usually The Legion. The house is then sold to this veteran for the actual cost of the materials which have entered into its construction. The price varied from about \$2,500 in Alberta to \$4,500 in British Columbia. Some of the houses are built on C.V.T. premises and after completion are moved away to the owner's own property. Others, again, notably in Vancouver, are built right on the site.

These houses are usually five or six-room bungalows, and are built ready for occupancy, with all plumbing and electrical installations completed, and all plastering and decorating done. In Vancouver, each house has a brick fireplace, furnace and laundry tubs installed in the basement, and a one-car garage built on the premises.

Prior to the commencement of these projects the building contractors and the unions were first consulted, and wholehearted agreement and co-operation were obtained.

The project has provided a number of deserving veterans with well built homes at a very low cost, and has fulfilled its main objective by giving the veteran trainee the most valuable type of practical training possible.

TRAINING ON THE JOB

As was pointed out in the report for the last fiscal year, training in pre-employment classes is given in only approximately 100 of the many thousands of industrial occupations of all kinds. Training in the other occupations must be obtained on the job. During the year under review, the numbers of veterans who were training-on-the-job increased rapidly to just over 11,000, at which approximate figure they have remained.

Special publicity in regard to training-on-the-job has been given by means of posters, letters to employers, newspaper articles, and radio programs. It was felt that the advantages of this type of training should be brought to the notice of all employers. Experience with veterans has proved that the large majority of them make excellent employees, and the employers have frequently tried to obtain more veterans than were available.

At one time it had been thought that over 50 per cent of the veterans who wanted training would be trained on the job. This percentage has never been reached, and at the end of the fiscal year 1946-47 it was only 29 per cent. Two main reasons account for the smaller numbers. The first of these is that most of the men and women who served in the Armed Forces came to look on courses as the surest means of advancement. This idea on their part followed them into civilian life, and quite a number insisted on taking courses when many could have been trained equally well on the job. The other main reason is that employers were somewhat skeptical, in the early stages, as to just how the plan would work. After the first World War the arrangements for training-on-the-job were not entirely satisfactory. However, it quickly became apparent to all concerned that the supervisory organization which had been built up was functioning well.

In the development of training-on-the-job, Canadian Vocational Training has had great assistance from the National Employment Service, Citizens' Committees which were organized by the Department of Veterans Affairs, and various Service organizations throughout the country. Although there have been a few instances where employers or veterans have attempted to evade the principles under which training-on-the-job was expected to operate, it can fairly be said that rehabilitation through training and work was carried out in the case of most veterans who were training-on-the-job. Naturally, results varied in different parts of the country because of different degrees of industrial progress. It was not to be expected that there would be the same number of opportunities for training-on-the-job in an agricultural community as there would be in manufacturing centres. However, veterans, both men and women, are being trained in hundreds of different occupations, and many of them are training with small employers.

PRE-MATRICULATION TRAINING

As was to be expected, the numbers of veterans who were approved for pre-matriculation training decreased steadily throughout the year. A man or woman who intended to go to university after discharge would wish to get there without any avoidable delay. As a consequence, the numbers under training at C.V.T. pre-matriculation schools decreased from 10,074 at the end of April, 1946, to 5,394 at the end of March, 1947.

During the year many veterans were accepted for this type of training who had educational qualifications inferior to those who first attended our schools. There was also an increase in the amount of academic training given to veterans who required that training as a pre-requisite to entry into certain trades.

The pre-matriculation work was extended in scope during the year under review at the request of officials in various provinces, where university entrance requirements are Grade 12 only. It was discovered that in Nova Scotia, New

Brunswick, Manitoba, and British Columbia, veterans might have had their education delayed for one whole year because universities were crowded and unable to accept them in the courses which commenced in September, 1946. Canadian Vocational Training undertook to give those students the equivalent of first-year university work, under arrangements with various educational authorities for the use of laboratories and other facilities.

CLOSING OF SCHOOLS

As mentioned earlier in this report, it has been necessary to close certain schools and consolidate a number of courses. Although this procedure effects economy in operation, it also provides for better instruction. Many instructors and teachers in pre-matriculation classes are leaving Canadian Vocational Training, from time to time, in order to accept positions which have a greater prospect of permanence. This means that the best possible use must be made of those teachers who remain with us.

In order that the actual needs for accommodation could be kept under constant review, frequent reports on the numbers in training and the numbers who are awaiting training are made to Head Office by Regional Directors. In addition, regional meetings were held in the autumn of 1946 in the Maritime Provinces, Western Canada and Ontario. These meetings were attended by officials of the Department of Veterans Affairs and the National Employment Service, which permitted full discussion in regard to training requirements and placement after training.

TRAINING OF WOMEN

All the 50,000 women who served with the Canadian Armed Forces had been demobilized by December 31, 1946, with the exception of a few nursing sisters and dietitians remaining in the Permanent Forces. At the time of discharge, approximately 30 per cent of the group were married and many have married since discharge. About 20 per cent of the women veterans have enrolled for training under Canadian Vocational Training. Of the number so enrolled approximately 11·8 per cent registered in the pre-matriculation classes, five per cent for training on the job in industry, 46·3 per cent in private trade schools and business colleges, and 36·8 per cent in C.V.T. vocational schools. Only 13 women have enrolled in correspondence courses. Up to the last three months of the fiscal year, there had been a steady increase in the number of women enrolled for training since April of 1946.

It is interesting to note that of the women taking training, approximately 85 per cent trained in the following fields: Business and commercial courses, dressmaking, hairdressing, nursing assistants, and hotel and restaurant trades. Training on the job was not as popular a choice with the women as with the men, probably because the placement of women in industry presented no particular problem and with few exceptions it has not been difficult through the regular Employment Service Offices to place ex-service women in their chosen field of work in industry, without any training on the job contracts.

The percentage of women under training as compared with men varied greatly from province to province, and as the following figures indicate, the percentage grew higher from East to West:

Prince Edward Island, 7·1 per cent; Nova Scotia, 5·8 per cent; New Brunswick, 9·1 per cent; Quebec, 8·1 per cent; Ontario, 7·5 per cent; Manitoba, 10·5 per cent; Saskatchewan, 12·5 per cent; Alberta, 12·3 per cent, and British Columbia, 16·1 per cent, with an overall Dominion average of 9·3 per cent.

In each provincial area women supervisors or women's field representatives were on the staff of C.V.T. and were primarily responsible for the organiz-

ing of classes for women, the supervision of the training, and the subsequent placement. Close liaison was maintained between the women's representatives in the Department of Veterans Affairs, the National Employment Service and Canadian Vocational Training, so that the women veterans would obtain the highest results in counselling, training, and placement. Very great use was also made of Advisory Committees and of women's organizations throughout the country, particularly in suggesting desirable courses for women and through women's professional organizations drawing up an adequate syllabus of training. The experience of C.V.T. and D.V.A. officials is that there has been a noteworthy follow-up by the community in helping the former women members of the Forces meet the transition from service to civilian life.

The question of employees for household work continued to hold paramount interest with various women's organizations across Canada. Although training centres had been opened in some sections, the enrolments have not warranted the continuation of this type of training. The general working conditions were apparently not such as to attract applicants.

The training or retraining of civilian women laid off from gainful employment was commenced during the year in Alberta and Saskatchewan, where courses were given for home service work, nurses, assistants and laboratory technicians, at Calgary, Saskatoon, Regina and Maple Creek.

APPRENTICE TRAINING

Apprenticeship Training Agreements were in operation throughout the year in all provinces, except Prince Edward Island and Quebec. It is gratifying to report that there has been a considerable expansion in this field, particularly for the building and construction industry. Provincial Apprenticeship Boards have been established in each province and Trade Advisory Committees, representing employers and organized labour, have been set up and performed most useful functions.

In October a conference was held at Ottawa attended by the Provincial Directors of Apprenticeship and the Regional Directors of Canadian Vocational Training. At this Conference information was gained and reports were received as to the progress of apprenticeship training throughout the country. Resolutions were passed favouring a uniformity in the length of apprentice training for each trade in all provinces and favouring the general principle of having, as far as local conditions permitted, a uniform syllabus of apprentice training and uniform standards of craft skill in all provinces, in order to facilitate the mutual acceptance of provincial apprentices or journeymen's certificates and thereby increase the mobility of labour. These resolutions were sent on to all Provincial Ministers of Labour and to the National Joint Conference Board of the Building and Construction Industry to obtain their support. At the Conference arrangements were made whereby the drawing up of a syllabus of training for each of the building and construction and motor vehicle repair trades was assigned to an individual province. When completed the syllabi will be passed on to all other provinces for their comments and suggestions, and it is hoped that ultimately a fair measure of uniformity may be attained in the craft standards in the different trades. A number of these syllabi have been completed and passed out to the other provinces for criticism and alteration.

There has been a further expansion in the trades designated under the Provincial Acts. The last reports received showed the number in each province to be as follows: British Columbia, 23; Alberta, 13; Saskatchewan, 16; Manitoba, 15; Ontario, 13; New Brunswick, 23; Nova Scotia, 8. Statistics concerning registration and class training of apprentices are given in Table No. 9.

The importance of class training both in practical work and in related technical instruction has been adequately recognized in all provinces. In the Prairie

Provinces, Ontario and to a certain extent in British Columbia, this training has been given in full-time classes, lasting from two to three months. In the Maritime Provinces, for the most part, the training has been given in part-time classes for a specified number of hours per week. For the benefit of apprentices in isolated communities where class training is not available, correspondence courses in the trades are provided. There is also provision in all provinces for the payment of weekly allowances to apprentices in full-time class training. The amounts range from \$11 to \$18 per week, depending on the marital status of the trainee and whether he is living away from home or not.

As was to be expected the chief emphasis during the year has been placed on the training of veterans as apprentices, but from the longer range point of view the provision of an annual supply of young apprentices has not been neglected and will become an increasingly important factor as the supply of veterans ceases. The distribution of the veteran-apprentices by occupations has in some respects been out of balance. A great proportion of the number wished to enter the electrical and plumbing trades, while comparatively few have shown an interest in plastering, painting and decorating.

The Dominion Department of Labour bears the entire cost of apprentice training for those veterans who are eligible for such training under Dominion Rehabilitation Legislation and approved for such training by the Department of Veterans Affairs, except for the payment of training allowances which are paid by the Department of Veterans Affairs itself. For the training of civilians the Department of Labour shares equally with the province in the following expenditures connected with class training: Salaries of instructors; cost of materials, supplies, equipment, hand tools; weekly allowances and travelling expenses of apprentices under full-time class instruction; cost of correspondence courses; and under certain conditions and within certain limitations, the provision of premises for class training and certain expenditures connected with meetings of the Trade Advisory Committees.

RETRAINING OF CIVILIAN WORKERS

As indicated in last year's report, agreements had been entered into with the Provinces of British Columbia, Alberta, Saskatchewan and Nova Scotia, for the provision of training for men and women released from gainful employment. In the fiscal year just ended a similar arrangement was reached with New Brunswick.

Those eligible were men and women over 16 years of age, who had been laid off from gainful employment and for whom it was considered a course of training would facilitate their re-entry into such employment. All applicants were to be referred by the National Employment Service for training and selected by a committee representing the province and the National Employment Service. Training was not restricted to those in receipt of Unemployment Insurance Benefit, nor to those formerly employed in war industries in the narrower sense of the term.

The division of expenditures incurred was the same as in the previous year, namely the Dominion Government paying the training allowances at a definite weekly scale to all trainees, the province and the Dominion sharing equally in capital expenditures for equipment and all other approved expenditures shared on the basis of a Dominion contribution of 60 per cent and a provincial contribution of 40 per cent.

The use made of this agreement for training during the past year has been unexpectedly small, as is shown in Table No. 10. The actual special courses provided were confined to training for fish cutting and processing in Nova Scotia and to the training of women as laboratory technicians, nurses' aides and home service workers, in Alberta and Saskatchewan.

ASSISTANCE TO VOCATIONAL SCHOOLS

Agreements for the provision of financial assistance in the development and carrying on of vocational training on the secondary school level were in operation throughout the year in all provinces. Dominion assistance under this agreement is provided for in three different ways: (a) an annual outright grant of \$10,000 to each province; (b) an annual allotment to each province based on the number of young people in the province in the age group 15 to 19; and (c) a special Dominion allotment of \$10,000,000 available up to March 31, 1948 for capital expenditures for buildings and equipment. Dominion expenditures under (b) and (c) must be matched by a provincial expenditure of like amount.

The Department has considered that the main purpose of the provisions of the Vocational Training Co-ordination Act 1942 for financial assistance by the Dominion towards vocational training at a secondary school level, was to improve efficiency of existing vocational training and to extend vocational training facilities and training rather than to merely relieve the provinces of a part of their financial responsibility with respect to training facilities and training activities in existence at the time the agreements were entered into. Consequently, the Department has followed the general policy of limiting its approval of vocational projects under (b) to amounts not in excess of the increase in the annual provincial expenditures for such training over the amount expended by the province thereon in the years immediately preceding the effective date of the agreements.

One difficulty in connection with the administration of the agreement and the payments of provincial claims has been that for the most part provincial expenditures are paid in the form of grants to the municipal vocational schools. The basis of payment for these grants differs from province to province, and in the case of some provinces has been drastically altered during the last few years. It is thus difficult, if not impossible, to determine, prior to the end of a fiscal year, what the actual provincial expenditures by way of grants to the municipalities has been, and thus to work out the actual increase in such expenditures over the year 1944-45, which increase in turn determines the amount of Dominion contribution.

The shortage of building materials and supplies has made it impossible for most provinces to submit projects for building new vocational schools or extending the existing ones. A notable exception has been in Quebec, where submissions have been received and approved for the construction of many new arts and crafts schools and the erection of additional wings to a number of existing schools. Projects have also been approved for the erection of new vocational schools in Sydney, Halifax, Edmonton and Calgary. Table No. 11 shows the Dominion payments made and the projects approved during the year for provincial administration; maintenance and operating costs of vocational schools; purchase of equipment and the erection of buildings.

REPLACEMENT OF DEPRECIATED EQUIPMENT IN VOCATIONAL SCHOOLS

During the war emergency, Provincial Governments and Municipal School Boards placed at the disposal of the Minister of Labour, without charge for rent or depreciation, the facilities of many of the shops in the vocational schools. The constant use of these shops for a period of nearly six years, often on a two or three shift basis, resulted in greatly increased acceleration of the depreciation of the vocational equipment.

It was felt that it was only fair that recognition of this fact be made and Dominion funds contributed to assist in the replacement of worn out equipment. P.C. 16 was, therefore, passed on the 4th day of January, 1946, authorizing the Minister of Labour to contribute 75 per cent of the cost of replacing

depreciated equipment in vocational schools, so far as such items were available from surplus supplies in the hands of War Assets Corporation.

A procedure was worked out and agreed on by which the Provincial Governments would act as agents for their Municipal School Boards in making all purchases from War Assets Corporation. Payment at the outset would be made in full to the Corporation by the province, who would submit a receipted copy of the invoice to the Department of Labour. A cheque for 75 per cent of the amount would then be remitted to the Provincial Government. The Minister of Labour was authorized to approve the maximum amounts which would be contributed to each school for this purpose.

Notification of this was sent to all Provincial Governments in the early spring of 1946. Advice from War Assets Corporation indicated that at that time they would have little equipment available for replacement purposes, owing to the demands made on them both by industry and by the veterans' rehabilitation training centres. Action was, therefore, deferred until late in the summer, and the procedure was finally put into effect in October 1946.

Dominion contributions for replacements have been approved amounting to \$255,600, distributed among 51 schools as follows:

Nova Scotia	2 schools	\$ 16,000
New Brunswick	2 schools	17,000
Quebec	11 schools	55,500
Ontario	24 schools	107,500
Manitoba	2 schools	8,000
Saskatchewan	4 schools	17,700
Alberta	2 schools	15,000
British Columbia	4 schools	18,900

Notification to this effect was sent to all Provincial Governments in October 1946, but up to the present few payments have been made and claims have been received only from Quebec and Alberta.

DOMINION ALLOTMENTS AND PAYMENTS—YEAR ENDING MARCH 31, 1947

TABLE 1—YOUTH TRAINING

Province	Dominion Allotment	Claims paid up to April 30/47	
		For Previous Years	For 1946-47
	\$	\$ cts.	\$ cts.
Prince Edward Island.....	13,000	2,925 00	10,662 33
Nova Scotia.....	35,000	825 89	22,024 00
New Brunswick.....	47,500	839 24	26,956 95
Quebec.....	150,000	54,108 82	76,189 97
Ontario.....	60,000	16,757 50	50,000 00
Manitoba.....	20,000	120 57	3,167 59
Saskatchewan.....	35,000	4,858 84	23,227 25
Alberta.....	50,000	2,595 52	13,207 06
British Columbia.....	55,000	56 08	36,387 18
Totals.....	465,500	83,087 48	261,822 33

TABLE 2.—YOUTH TRAINING—ENROLMENTS APRIL 1, 1946 TO MARCH 31, 1947

Enrolments	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia	Dominion
Totals—Men.....	98	635	204	2,246	235	37	1,010	98	275	4,847
Women.....	69	850	82	1,193	137	27	258	67	830	3,513
ENROLMENTS BY PROJECTS—										
Agricultural and Rural.....	119	930	207	1,896	.....	50	1,164	49	68	1,404
Urban Occupational Courses.....	24	507	1	178	.....	.....	.....	.....	694	4,483
Student Aid.....	24	48	78	1,365	372	14	113	116	343	2,473
Total Days Training.....	5,672	13,744	16,025	49,210	.....	2,733	17,584	1,421	14,675	121,064

TABLE 3—STUDENT AID APRIL 1, 1946 TO MARCH 31, 1947

	Nurses	Medicine	Dentistry	Engineering	Arts and Science	Miscellaneous	PROVINCIAL FUNDS		DOMINION FUNDS	
							Grants	Loans	Grants	Loans
							\$ cts.	\$ cts.	\$ cts.	\$ cts.
Prince Edward Island.....		12	1		7	4	1,087 50	2,325 00	1,187 50	2,325 00
Nova Scotia.....		17	6	18	3	4		6,400 00		6,400 00
New Brunswick.....		38	8	11	16	5		11,625 00		11,625 00
Quebec.....	456	164	38	111	292	304	58,063 50	24,267 50	58,063 50	24,267 50
Ontario.....	3	72	2	73	222		50,000 00		50,000 00	
Manitoba.....	6	1		1	4	2		1,143 25		1,143 25
Saskatchewan.....	27	31	2	16	27	10	8,650 50	5,950 00	8,650 50	5,950 00
Alberta.....	15	26	5	25	13	32	8,117 50	840 00	8,117 50	840 00
British Columbia.....	22	73	16	56	157	19	23,968 50		23,968 50	
Totals.....	529	434	78	311	741	380	149,887 50	52,550 75	149,887 50	52,550 75

Total Students—2,473 Total Disbursements—\$404,876.50

TABLE 4—SUPERVISORY TRAINING ENROLMENTS FOR FISCAL YEAR
ENDED MARCH 31, 1947

Province	Job Instructor	Job Rela- tions	Job Methods	Job Safety	Job Orienta- tion	Dominion Allotments	Claims Paid to April 30/47
						\$	\$ cts.
Quebec.....	4,336	2,495	1,085	970	671	14,000	9,197 38
Ontario.....	5,565	1,227	1,036	504	2,077	12,000	2,208 74
Alberta.....	577	174	.....	391	252	3,000	706 50
British Columbia.....	1,894	137	91	798	85	2,000	.....
Totals.....	12,372	4,033	2,212	2,663	3,085	31,000	12,112 62

TABLE 5—TRAINING OF VETERANS—DOMINION ALLOTMENTS AND
PAYMENTS TO APRIL 30, 1947

	Schedule "L"			Payments from Special Fund	
	Allotments	Payments for 1946-1947	Payments for Previous Years	Buildings	Equipment
	\$	\$ cts.	\$ cts.	\$ cts.	\$ cts.
Prince Edward Island.....	60,000	58,615 08	4,502 42	.....	28,465 26
Nova Scotia.....	925,000	836,048 58	81,261 63	107,170 00	178,079 86
New Brunswick.....	675,000	656,901 08	10,472 16	5,765 00	168,461 53
Quebec.....	1,600,000	1,250,829 59	434,675 52	71,768 02	493,363 61
Ontario.....	3,950,000	3,859,768 19	394,961 59	26,021 04	460,608 08
Manitoba.....	610,000	595,801 70	5,882 37	12,982 33	115,969 31
Saskatchewan.....	750,000	648,122 60	39,116 38	13,915 63	183,953 13
Alberta.....	975,000	897,206 43	106,494 58	15,591 94	305,794 82
British Columbia.....	650,000	583,863 03	20,934 23	6,500 00	120,784 08
Dominion.....	10,195,000	9,387,156 33	1,098,300 88	259,713 96	2,052,479 78

TABLE 6—TRAINING OF VETERANS—APRIL 1, 1946 TO MARCH 31, 1947
ENROLMENTS

UNDER TRAINING—MARCH 31, 1947												
	GIVEN TRAINING					Comple- tions, Men and Women	With- drawals Men and Women	Corres- pondence	In Industry	Private Schools	C.V.T. Schools	
	Corres- pondence	In Industry	Private Schools	C.V.T. Schools								
				Voc.	Pre- Matric.							
<i>Dominion—</i>												
Men.....	1,571	21,482	8,663	36,078	21,821	41,786	22,218	995	10,935	3,097	10,734	4,995
Women.....	9	386	3,352	3,162	1,109			4	117	1,180	1,183	399
<i>Prince Edward Island—</i>												
Men.....	7	147	39	183	149	246	82	5	49	22	87	48
Women.....		1	27		8					18		4
<i>Nova Scotia—</i>												
Men.....	24	602	294	2,497	598	1,548	726	10	242	201	1,131	242
Women.....		5	176	35	22				1	126	20	6
<i>New Brunswick—</i>												
Men.....	59	453	524	1,950	728	1,503	1,042	47	220	293	579	211
Women.....	1	11	127	175	38				5	52	95	19
<i>Quebec—</i>												
Men.....	186	3,380	1,880	6,273	1,878	4,012	4,771	149	1,755	771	2,353	387
Women.....	2	59	395	342	17			2	24	212	162	14
<i>Ontario—</i>												
Men.....	834	10,904	3,650	15,010	10,387	19,470	8,694	444	6,611	1,024	3,723	2,817
Women.....	4	189	1,098	1,225	430			2	65	344	356	181
<i>Manitoba—</i>												
Men.....	74	2,012	932	2,607	1,955	4,238	1,766	44	718	342	700	301
Women.....		19	347	220	185				4	112	82	45
<i>Saskatchewan—</i>												
Men.....	155	747	311	2,041	1,996	3,021	1,332	115	259	123	576	293
Women.....		21	152	300	218				4	32	104	82
<i>Alberta—</i>												
Men.....	141	1,557	432	2,882	2,324	3,637	2,449	106	584	109	756	286
Women.....	2	60	412	299	92				6	122	124	22
<i>British Columbia—</i>												
Men.....	91	1,680	600	2,635	1,806	4,111	1,356	75	497	212	829	410
Women.....		31	418	566	99				8	162	240	26

TABLE 7—VETERANS ENROLLED FOR TRAINING FOR CERTAIN OCCUPATIONS TO MARCH 31, 1947

Occupation	C.V.T. Schools	Private Schools	Industry	Occupation	C.V.T. Schools	Private Schools	Industry
Agriculture—Farm Mechanics.....	1,515	209	.....	Motor Mechanics.....	5,187	.....	3,511
Art—Commercial.....	836	526	.....	Mining and Surveying.....	419	.....	.....
Barbers.....	768	406	158	Music and Drama.....	.....	489	.....
Bricklayers.....	1,514	.....	303	Masons, Tilersetters.....	6	.....	59
Business Machines.....	.....	193	.....	Needle Trades.....	376	.....	400
Cabinet Making.....	700	.....	478	Nurses Aides, etc.....	210	113	.....
Carpenrty and Woodworking.....	4,430	.....	1,306	Painting.....	827	.....	507
Commercial and Business.....	6,844	.....	632	Photography.....	222	.....	406
Cooking and Hotel Trades.....	830	.....	.....	Piano Tuning.....	45	.....	.....
Diesels.....	769	5	42	Plastering.....	219	.....	154
Drafting.....	2,137	348	280	Pre-Matriculation.....	27,926	.....	.....
Dressmaking and Designing.....	539	713	21	Printing.....	1,895	.....	888
Electricians.....	3,939	39	1,168	Plumbing.....	482	.....	1,270
Engineers, Stationary, Maintenance, etc.....	650	115	274	Radio and Electronics.....	2,360	948	272
Hairstressing.....	1,237	1,047	37	Refrigeration (Air Conditioning).....	542	.....	280
Jewellery Repair.....	63	.....	62	Sheef Metal.....	948	.....	461
Laboratory and X-Ray Technicians.....	49	37	.....	Shoe Repair.....	525	36	401
Lumbering and Forestry.....	404	159	62	Telegraphy.....	361	341	66
Machine Shop and Tool Making.....	2,775	6	768	Upholstery.....	286	.....	345
Merchandising.....	177	.....	1,003	Watch Repair.....	474	.....	471
				Welding and Blacksmithing.....	1,588	40	248
				Totals.....	75,124	13,872	13,071

TABLE 8—TRAINING OF VETERANS—APPROXIMATE DOMINION EXPENDITURES APRIL 1, 1946 TO MARCH 31, 1947

	Machinery and Equipment	Buildings	Materials Supplies Hand Tools	Instructors and Supervisors	Reg. and Field Admin.	Other Operating Costs	Revenue	Total Costs	Days Training in C.V.T. Schools	Cost per Day less bldgs. and Machinery
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	25,191	220	25,598	34,541	6,574	5,916	4,249	93,791	18,860	3.63
Nova Scotia.....	165,255	139,225	217,091	345,359	61,506	252,892	23,987	1,157,341	247,715	3.44
New Brunswick.....	137,084	24,719	191,574	285,697	66,131	143,426	6,972	841,650	210,621	3.23
Quebec.....	438,291	89,717	352,748	856,022	215,937	275,300	2,413	2,125,602	815,858	1.96
Ontario.....	533,525	106,002	903,853	305,547	305,547	750,453	312,335	4,366,084	2,055,617	1.81
Manitoba.....	92,204	17,789	124,138	12,354	67,691	77,668	11,549	722,488	273,439	2.24
Saskatchewan.....	169,879	18,178	159,340	344,099	67,880	114,894	28,367	845,403	297,747	2.21
Alberta.....	256,096	42,149	214,014	460,873	89,114	191,647	65,482	1,197,411	387,085	2.32
British Columbia.....	101,061	16,076	128,067	325,553	95,266	79,642	18,042	727,623	390,532	1.57
Dominion.....	1,918,586	454,075	2,316,423	5,094,730	975,146	1,891,838	473,396	12,077,402	4,693,074	2.07

Table includes expenditures under Special Fund as well as under Schedule "L".

TABLE 9—APPRENTICE TRAINING AGREEMENT—YEAR ENDED MARCH 31, 1947

Province	Dominion Allotments	Claims Paid to April 30		Apprentices Registered March 31, 1947	Class Training		
		Previous Years	1946-47		Enrolment	Total Days Training	Total Hrs. Training
	\$	\$ cts.	\$ cts.				
Nova Scotia.....	15,000	456 02	8,039 32	234	205		25,541
New Brunswick.....	10,000		1,842 02	152	230		14,035
Ontario.....	100,000	13,683 23	48,145 92	5,814	612	19,247	
Manitoba.....	20,000	32 50	8,362 80	610	428		42,741
Saskatchewan.....	25,000	580 62	21,165 08	366	219	9,623	
Alberta.....	25,000	3,123 90	4,407 71	1,136	479	18,229	
British Columbia.....	15,000	479 61	9,426 70	1,900	1,268		58,545
Dominion.....	210,000	18,355 88	101,389 55	10,212	3,441	47,099	140,862

No Apprentice Agreement in Prince Edward Island and Quebec.

TABLE 10—RETRAINING OF CIVILIAN WORKERS—SCHEDULE "M"—YEAR ENDED MARCH 31, 1947

Province	Dominion Allotment	Claims Paid to April 30, 1947	Total Enrolled		Total Days Training
			Men	Women	
	\$	\$ cts.			
Nova Scotia.....	70,000	843 38	10		300
New Brunswick.....	55,000				
Saskatchewan.....	100,000	3,730 73	1	29	1,645
Alberta.....	100,000	1,764 45		25	1,402
British Columbia.....	100,000				
Dominion.....	425,000	6,338 56	11	54	3,347

TABLE 11—VOCATIONAL SCHOOLS ASSISTANCE AGREEMENT YEAR ENDED MARCH 31, 1947

Province	Dominion Allotments 1946-47	Claims Paid to April 30		Approximate Dominion Contributions Approved up to April 30, 1947			
		Previous Years	1946-47	Buildings	Equipment	Operation of Schools	Provincial Administration
	\$	\$ cts.	\$ cts.				
Prince Edward Island.....	50,300	40,300 00	45,000 06	73,500			
Nova Scotia.....	257,690	22,324 71	28,024 37	540,000	7,128	35,498	14,280
New Brunswick.....	222,000		71,035 99			98,998	16,322
Quebec.....	1,551,220	133,963 78	461,498 47	1,616,500	528,795	868,250	191,000
Ontario.....	1,498,450	579,000 00	589,000 00			1,158,000	
Manitoba.....	332,100						
Saskatchewan.....	431,360	15,530 32	31,513 71	5,475	35,021	55,543	24,272
Alberta.....	353,860	90,003 21	154,349 75	181,405	108,227	158,045	3,931
British Columbia.....	302,420	70,356 88	107,853 16		33,024	159,988	27,254
Dominion.....	5,000,000	951,478 87	1,488,275 51	2,416,880	712,195	2,532,322	277,059

Contributions approved do not include Dominion Annual Grants of \$10,000 to each Province.

TABLE 12—C.V.T. STAFF AT MARCH 31, 1947

—		P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
1. Principals of Schools (Vocational).....	Full time.	1	2	3	8	14	4	6	7	1
	Part time				1	1				
Principals of Schools (Pre-Matriculation).....	Full time.		1	3	2	6	1		2	2
	Part time					1				
Instructors (Vocational).....	Full time.	10	124	76	196	347	84	114	101	98
	Part time	1	4		154	19	1	1	2	
Instructors (Pre-Matriculation).....	Full time.	1	18	17	20	139	28	30	34	18
	Part time			2	42	35	3		1	1
2. Office and Clerical.....	Full time.	2	28	16	55	99	24	17	21	18
	Part time		1		3	3			1	1
3. Maintenance General.....	Full time.	2	81	26	80	158	21	25	24	20
	Part time	1		1	7	6		4		3
4. Field Representatives.....		3	7	8	34	51	13	7	20	12
Superintendent of Rehabilitation.....		1	1	1	1	1	1	1	1	1
District Supervisors.....			1	2	8	6	1	2	2	3
Regional Supervisor (Woman).....				1	1	7	1	1		1
Regional Director.....		1	1	1	1	2	1	1	1	1
5. Miscellaneous Staff.....	Full time.	1				21	4	11	18	2
	Part time					2				
Totals.....		24	269	157	613	918	187	220	235	182

Dominion Total—2805

APPENDIX 1

CANADIAN VOCATIONAL TRAINING

LIST OF MEMBERS OF VOCATIONAL TRAINING ADVISORY COUNCIL

Chairman—

Dr. G. Fred McNally,
Chancellor of the University of Alberta,
11047-81st Avenue,
Edmonton, Alberta.

J. C. Herwig, Esq.,
General Secretary,
The Canadian Legion of the British Empire
Service League,
Dominion Command,
Ottawa, Ontario.

Members of Council—

P. Sauvageau, Esq.,
Publicity Agent,
The Canadian and Catholic Confederation
of Labour,
Workers' Representative,
113 Champlain Street,
Hull, Quebec.

Major P. A. Milette,
Inspector in Charge of Technical Arts and
Crafts Schools,
Ministry of Social Welfare and of Youth,
Quebec, P.Q.

E. R. Complin, Esq.,
Industrial Relations Manager,
Canadian Industries Limited,
Montreal, P.Q.

N. S. Dowd, Esq.,
Executive Secretary, Canadian Congress of
Labour,
230 Laurier Avenue, West,
Ottawa, Ontario.

Lt.-Col. F. T. Fairey,
Deputy Minister Department of Education,
Victoria, B.C.

Capt. H. G. Gonthier,
President of the Provincial Command of
the Legion,
St. Lambert, P.Q.

Mrs. R. J. Marshall,
President of the National Council of Women,
11 Glenholme Avenue,
Toronto, Ontario.

D. S. Lyons, Esq.,
General Vice-President, International Asso-
ciation of Machinists,
806 Keefer Building,
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N. C. MacKay, Esq.,
Director of Extension, Department of Agri-
culture,
Winnipeg, Manitoba.

Miss B. Oxner,
Director of Women's Work,
University of Saskatchewan,
Saskatoon, Saskatchewan.

Dr. Fletcher Peacock,
Director of Educational Services,
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APPENDIX 2

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